

# THE LOCAL GOVERNMENT SERVICE

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## National Association of Local Government Officers.

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## Communications.

All communications should be addressed to the General Secretary, and communications on different subjects, or relating to separate departments—e.g. "Branch," "Legal," "Education," "Superannuation," "Approved Society," "Provident Society," "Travel Bureau," "Service Conditions," "B. and O. Fund," "Official Journal"—should be sent as separate letters.

## CONTRIBUTIONS.

The "Local Government Service" is published the 1st of each month. All contributions, which should be addressed to the Editor, "Local Government Service," 24, Abingdon Street, Westminster, S.W.1, should be received not later than the 15th of the preceding month. Opinions expressed by correspondents or in contributed articles are not necessarily held by the Editor or the Association. The Editor welcomes articles and letters on subjects of interest to local Government Officers. Such contributions should not be of great length, and should be typed on one side of the paper.

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"By these three virtues be the frame sustained  
Of British Freedom—Independent Life,  
Integrity in Office, and o'er all  
Supreme, a passion for the Commonwealth."—THOMSON.

## Notes of the Month.

### ON HOLIDAY.

PROVERBS are notoriously demodé these days, probably because they normally inculcate habits which may be respectable and profitable, but are regarded commonly as dull. Another point in their disfavour may be that every solid proverb has one equally solid in opposition. Thus, perhaps, is balance maintained and the proverbial oracle shown to have the true Delphic quality.

There is one proverb, however, which is held in high esteem as enshrining the truest wisdom, and that is "All work and no play makes Jack a dull boy." It can be called upon at any time of the year to justify a break from the dreary grind of work, but for the three months July, August and September it is most in evidence.

It is then that most of us leave our desks joyfully to tramp, cruise, tour, fish, climb mountains, or just "go to the seaside" for that glorious break from routine which sends us back to work brown and invigorated to look forward to and save up for the next holiday. In the course of enjoying our holiday we may suffer aching muscles from un-



wanted exercise, get blistered feet or hands and experience the irritation of mosquito bites and sun-peeled noses—but it is part of the game. We may actually suffer more discomforts than when at work, but the point is that they are different discomforts, and chosen voluntarily instead of being forced on us by tyrannous chiefs or unsympathetic colleagues.

But what talk is this of discomforts in conjunction with holidays? Away with it. Let us concentrate on giving thanks that there are such blessed times as holidays, and offering good wishes for fine weather, good company and a full measure of pleasure for holidaymakers.

The Association has always placed a high value on holidays in their relation to the Officer's health and work, and to this end has laboured to obtain satisfactory holiday scales as part of the conditions of service. Not only has it done this as a part of its national work, but it has helped the individual member by the publication of a most valuable Holiday Guide containing thousands of recommended addresses and much information of assistance in choosing the form of place and holiday.

It is expected that shortly there will be still further developments in the Association's activity in this direction, for Conference instructed the National Executive Council to consider the questions of acquiring a Holiday Home and establishing a Holiday Camp, and already a special Committee is gathering the necessary information.

The Holiday Home and Camp should be successful because there is a distinct demand for them. One can visualise the Nalgo Holiday Home as a noble building with an air of welcoming comfort set in beautiful surroundings and organised to provide members with all the requisites of an enjoyable holiday at low cost and in an atmosphere of jolly fellowship.

The Nalgo Holiday Camp will have all the qualities of comfort, enjoyment and good fellowship with that free and easy air which is the mark of camp life.

It is certain that either of these projects will be well organised and entirely suitable as the Association has not only deep knowledge of the needs and tastes of its members, but

the ability and reserves necessary to the successful organisation of any activity within the scope of its members' requirements.

This is in the future, though. As regards the present we wish every member a happy holiday and a return to work full of energy and enthusiasm.

EDUCATION  
CORRE-  
SPONDENTS. READERS will observe from the report of the National Executive Council meeting in this issue that it was decided to suggest to Branches that an Education Correspondent should be appointed. At present each Branch has a Branch Secretary, a Provident Society Correspondent and an Approved Society Correspondent, but all the education work is carried out by the Branch Secretary, who is often very much overworked.

By this suggestion it is not meant to imply a supersession of the Branch Secretary in any way, but the appointment of an assistant who would act as a live point of contact between Headquarters and the Branch in all education matters.

In nearly every Branch there is to be found one man who is really keenly interested in education work, and who would enjoy making known to his fellow members the advantages of Nalgo's Educational Policy, advising them of the best courses of study to follow to meet their particular aims and keeping in touch with the local students of the Nalgo Correspondence Institute and ensuring that they got every possible advantage out of the very valuable courses of instruction offered by that Institute.

It may be, of course, that the Branch Secretary himself is particularly interested in this aspect of the Association's activities, in which case he will do the work himself, but in many cases the Branch Secretary may prefer to allocate the duties to some volunteer with more time and perhaps more technical knowledge.

In any case it appears to us to be a good suggestion. The educational work of Nalgo is growing very rapidly and is having far-reaching effects, and it would seem that the time has come when each Branch will be glad of a local source from which to obtain the fullest and latest information on all points.



# At Headquarters.

## Meetings of the National Executive Council and Committees.

References from Conference formed a prominent feature of the Agendas for the meetings of the Standing Committees and National Executive Council at 24, Abingdon Street on Friday and Saturday the 4th and 5th July.

At the meeting of the National Executive Council on the Saturday the following were present:—Messrs. A. P. Johnson (in the Chair), E. W. B. Abbott, A. G. M. Archibald, W. W. Armitage, W. G. Auger, H. Begg, A. G. Bolton, J. Chaston, G. W. Coster, F. R. Finch, G. S. Fraser, T. Freeman, J. E. Gee, F. W. Greenhalgh, D. L. Griffiths, J. Llewellyn, W. E. Lloyd, F. B. Lunt, M. O. McAuliffe, J. Parker Morris, Sir Tom Percival, Messrs. A. Pinches, A. W. Roberts, E. H. Scarlett, J. W. Singleton, J. H. Stone, R. Walls, J. W. Wilkinson, W. H. Whinnerah, J. Worden, J. H. Yates and Mrs. G. Franks. The General Secretary was in attendance.

### Scottish Poor Law Officers.

A letter from Mr. M. W. Scott, Secretary of the Society of Inspectors of the Poor and Poor Law Officials of Scotland published on page 132 of our issue for June), thanking the Association and its officers for protecting the interests of Scottish Poor Law Officials during the past five years, was formally presented to the Council, and the General Secretary was instructed to convey the thanks of the Council to Mr. Scott and his organisation.

### Royal Commission on Local Government.

Correspondence between the Association and the Minister of Health regarding the recommendations of the Royal Commission on Local Government was presented.

On the 4th April the General Secretary wrote to the Minister of Health as follows:—

"The Council of this Association has given careful consideration to the recommendations in the final Report of the Royal Commission on Local Government (Cmd. 3436).

"The members of the Association feel that unless official attention is taken by the Minister much of the value of the recommendations will be lost and it would not be to the advantage of Local Government administration if the recommendations were allowed to remain unanswered for any length of time.

"I have, therefore, to ask you to give most careful and sympathetic consideration to the following requests of this Association:—

### *Recruitment—Section II.—Part III.*

That the Minister of Health be urged to set up the Departmental Committee as early as possible, and that he be asked to consider extending the reference to that Committee to permit of the enquiry extending to the education and training of Local Government Officers after entry into the Service, and the methods to be employed in attaining further qualifications.

### *Security of Tenure—Section VI.—Part III.*

That the Minister of Health be urged to introduce at the earliest possible moment a short Bill to carry out the recommendations on this point.

### *Publicity as regards Salaries and Promotions—Section VII. Part III.*

That the Minister of Health be asked to issue an official circular to all Local Authorities, drawing their

attention to the recommendations of the Royal Commission and urging Local Authorities to act upon the suggestion contained therein.

"The Council did not pass any resolution on the recommendation under the heading "Promotion and Transfer" (Section III, Part III), believing that the Minister is fully alive to the importance of passing as soon as possible a compulsory Superannuation Bill. I have, however, to emphasize the fact that this matter is growing more and more urgent, particularly since the transfer of the Poor Law Officials to County and County Borough Councils."

On the 4th May the following reply was received from the Ministry:—

"I am directed by the Minister of Health to refer to your letter of the 4th ultimo, and to inform you that with regard to:—

### *(1) The Recommendation of the Royal Commission on Recruitment.*

The Minister hopes to appoint a Committee in the near future and will bear in mind the suggestion contained in your letter as to the terms of reference;

### *(2) Security of Tenure.*

The Minister doubts whether a Bill should be introduced dealing solely with this matter, but he hopes to deal with the subject by legislation at the earliest opportunity.

### *(3) Publicity as regards Salaries and Promotions.*

The recommendations of the Royal Commission should now be well known to Local Authorities and the Minister hopes that they act on them. He proposes also to refer to the matter in the next Annual Report. If there is then evidence that it is necessary to bring the matter still further before Local Authorities he will be prepared to consider what additional measures are desirable."

The Minister has made a note of your observations on the subject of Superannuation."

The resolutions of Conference on the Report were referred to the Law and Parliamentary and the Service Conditions and Organisation Committees.

### Annuitants.

The Conference resolution asking for consideration to be given to a scheme for providing annuities was referred to the Nalگو Provident Society Committee of Management.

### Future Meetings.

Meetings of the National Executive Council will be held on the 18th October, 1930; 31st January, 1931, and 21st March, 1931, and meetings of the Standing Committees on the day preceding each of the foregoing dates.

### Benevolent and Orphan Fund.

Mr. H. S. Newton was reappointed Chairman, and Mr. M. O. McAuliffe Vice-Chairman, of the Benevolent and Orphan Fund Management Committee.



### Applications for Assistance.

Consideration was given to applications for assistance and to the recommendations of the Regional Committees. A special report showing the position with regard to loans made from the fund was also considered and decisions given.

### N.P.L.O.A. Beneficiaries.

The special sub-committee reported on the weekly grant cases on the books of the B. and O. Fund of the National Poor Law Officers' Association for which authority had been given to continue existing grants if desired up to the 30th June.

The intention of the sub-committee was to consider each case with a view to guidance being given to the Branches and Regional Committees which would take over the cases in future, but owing to the next meeting of the Management Committee being earlier than was anticipated, the sub-committee decided to submit a statement to the Management Committee with a recommendation that the grants at present being made will be continued until the 30th September, 1930; and that the respective Branches and Regional Committees be requested to consider the question of making the alterations indicated as from the 1st October, 1930. The statement included recommendations showing a net weekly increase of £1 13s. 6d. in the total of the grants.

### Sustentation Fund.

It was reported that the Finance and General Purposes committee, at its meeting held on the 14th March, 1930, passed a resolution that future payments of sustentation grants should be borne by the Defence Reserve Fund.

### "Help Yourself" Society.

It was reported that a resolution had been passed at a meeting of the Hospitals and Charities participating in the "Help Yourself" Society Scheme held on the 27th May, 1930:—

"Limiting the number of copies of the Annual to be issued to any Charity organisation whose functions are limited to any particular profession, business, trade or occupation to the exclusion of members of the general public.

This resolution covered the N.A.L.G.O. Benevolent and Orphan Fund, and at the request of the Organising Secretary of the Society an interview was arranged to discuss the whole matter. An arrangement was reached whereby the Fund should be allotted 40,000 copies of the Annual.

### Life Membership.

It was reported that since the last meeting of the Committee, 148 Life Membership Fees had been received, making the total number of Life Members since the inception of the Fund 5,319.

### Regional Committees.

It was resolved to remind the Honorary Secretaries of the Regional Committees that the meetings of the Regional Committees must be held at least two weeks before the meetings of the Management Committee.

At its next meeting the Committee will consider Rule 17 and the difficulty experienced in constituting Regional Committees after the Annual Conference and in time for them to meet before the summer meeting of the Committee.

### Service Conditions.

Mr. F. Marsden was re-appointed Chairman, and Mr. J. W. Wilkinson Vice-Chairman, of the Service Conditions and Organisation Committee.

### Standing Joint Committee.

The following members were appointed to represent the Association on the Standing Joint Committee:—Messrs.

A. P. Johnson, F. Marsden, W. E. Lloyd, J. T. Baker, A. G. Bolton, J. E. Gee, A. Pinches, W. H. Whinnerah, J. W. Wilkinson, F. J. Willett, W. C. Auger, J. W. Singleton.

### Improvement of the Journal.

A special committee consisting of Messrs. F. Marsden, J. W. Wilkinson and J. W. Singleton, were appointed in accordance with the resolution of Conference "charged with the duty of producing a journal that will reflect worthily the status, opinions and aims of Local Government Officers." The National Executive Council added the name of Mr. A. Pinches, co-opted Mr. A. F. Hutt and Miss E. Gaukroger, and left it to the Committee to co-opt one additional member.

### Whitleyism.

It was decided that at its next meeting the Committee would receive a deputation from the Metropolitan District Committee to discuss that Committee's resolutions respecting Whitleyism.

### Education Administrative Posts.

The report and draft memorandum of the special sub-committee appointed to deal with the question of Education Administrative Posts was approved and adopted.

[The draft memorandum for submission to the Association of Directors and Secretaries for Education was published on page 141 of the June issue.]

### Retired Membership.

Applications for the enrolment of twenty-five retired members were granted and the members attached to their respective Branches.

### Outstanding Accounts.

Instructions were given to the Association's Solicitors to recover an amount due from a Branch in respect of Diaries, Ties and Sports Badges. It was reported that the Treasurer of a Branch had defaulted, and so far had not been traced.

### Law and Parliamentary.

Mr. Parker Morris was appointed Chairman, and Mr. D. L. Griffiths Vice-Chairman, of the Law and Parliamentary Committee.

### Superannuation.

The resolution of Conference urging the Minister of Health to promote a Bill making Superannuation compulsory for all Local Government Officers was referred to a sub-committee consisting of Messrs. C. G. Brown, F. R. Finch, T. Freeman, D. L. Griffiths, G. Parker Morris, and Sir Tom Percival.

### Legal Assistance.

Applications were considered from Branches and members for legal advice and assistance. The cases concerned accident while on duty (2), death arising through duty, allegations of bribery and corruption, alleged defamatory statements, and an enquiry into the administration of a department of a Local Authority.

### Superannuation of Magistrates' Clerks.

The following communication received from the Secretary of the St. Helens Branch was presented:—

"The Committee instruct me to forward to you personally, and to the National Executive Council, an expression of their appreciation of the very careful attention that has been given to the views of the Branch in the above matter, and of the efforts that have been made to secure a favourable response from the Ministry of Health. It is regretted that the Ministry will not depart from their original attitude, but I am to say that it is fully realised that their immobility is not due to any failure on the part of Headquarters, for whose efforts I have to convey the thanks of the Branch."



### Solicitors Bill.

Consideration was given to the Solicitors Bill, 1930, which has passed its second reading. The objects of the Bill are (1) to make every solicitor a compulsory member of a Law Society so that the Society's disciplinary powers may be enlarged and made to embrace every solicitor in the country, and (2) to establish from the annual subscriptions an insurance fund for the relief of persons who may be affected by solicitors' defalcations and defaults in connection with their clients' moneys.

It was suggested that exception to these provisions should be made in the case of solicitors on the staffs of Local Authorities, and a sub-Committee composed of Messrs. Parker Morris, D. L. Griffiths, and L. Worden should consider the Bill, and, if necessary, consult with other Societies or Associations.

The N.E.C. instructed that communications should be forwarded to the Law Society intimating that this Association has many members interested in this Bill, and requesting opportunity of discussing the matter, and to the Society of Town Clerks, the Society of Clerks to Urban District Councils and the Clerks of the Peace Association, suggesting that with a view to a common line of action representatives of this Association should meet with representatives of those bodies to discuss the provisions of the Bill.

### Education.

Mr. E. W. B. Abbott was reappointed Chairman, and Mr. J. Chaston Vice-Chairman, of the Education Committee.

#### Exemptions.

Thirteen applications for exemption from the Association's Preliminary Examination were considered and twelve granted.

#### N.A.L.G.O. Examinations.

It was reported that at the N.A.L.G.O. Examinations held on the 22nd, 23rd and 24th May last, there were 66 entries in the Preliminary grade, 50 in the Intermediate and 6 in the Final grade.

Consideration was given to the question of the award of prizes in connection with the N.A.L.G.O. Examinations, and it was decided that the Assessors should be asked to scrutinise the marks obtained by candidates in the Association's Examinations held in 1930, and bring up a report to the next meeting of the Education Committee on this question.

#### Entrance to Service Examinations.

It was reported that entrance to the service examinations had been conducted for the Camberwell Council on the 14th and 15th February, 1930, at which there were 25 candidates, and for the East Ham Corporation in April for female clerical assistants, at which there were 11 candidates, and (b) for shorthand typists, at which there were 22 candidates.

#### Provincial Universities.

The resolution of Conference requesting the N.E.C. to take all reasonable steps to bring the Association into closer contact with the provincial Universities and Colleges—with a view to the broadening of the Educational Policy of the Association—was referred to the Education General Sub-Committee for consideration and report.

#### Summer School.

In regard to the resolution of Conference directing the N.E.C. to urge local authorities to grant one week's leave of absence without loss of salary to officers attending the Summer School the General Secretary reported that in view of the short time available to give effect to this resolution, a circular letter was addressed to all Branch Secretaries

on the 20th June asking if any action was desired under the terms of this resolution, and that only one Branch had asked for action to be taken. The General Secretary had also reported that a number of Branches had taken action themselves and secured concessions for their members.

A report was made on the arrangements carried out and work done in connection with the organisation of the Summer School. It was stated that the system of splitting the school into two weeks had proved very popular and had probably been a factor in attracting so many students to the School. At the date of the meeting the total number of enrolments was 88; of these 45 were for the first week only, 19 for the second week only and 24 for the full period. It was also stated that Sir Arthur Robinson, Principal Secretary to the Ministry of Health, had agreed to open the school on August 2nd.

#### Standard Syllabuses for Examinations.

A letter from Mr. John A. Todd, M.A., B.L., Principal of the Liverpool School of Commerce, together with a syllabus proposed by the Association of Technical Institutions and Association of Principals of Technical Institutions, for the purpose of unifying the syllabuses of Preliminary Professional Examinations in order to facilitate the preparation of candidates by teaching organisations, was referred to the Education General Sub-Committee for consideration and report.

#### Education Correspondents.

Authority was given to suggest to Branches the appointment of an Education Correspondent to work with the Branch Secretary and act as a point of contact between Headquarters and the Branches on educational matters. Some of the suggested duties of the Education Correspondent would be:—

(1) To explain and give information on the N.A.L.G.O. education policy to members of the Branch. To assist the National Executive Council in bringing about the adoption of the policy.

(2) To assist Headquarters in obtaining and maintaining a correct and complete account of the position with regard to this policy.

(3) To arrange examination centres and distribution of examination certificates.

(4) To act as local propaganda agents for the N.C.I., particularly to distribute literature and to receive notifications from Headquarters on improvements in courses and introduction of new courses.

(5) Generally to watch over the interests of municipal students in the Branch, and perhaps at a convenient time arrange single lectures, groups of lectures of a general informative nature, or a class for the Nalgo or other examinations.

#### N.C.I. Report.

During the first five months of 1930, 174 students were enrolled in the Nalgo Correspondence Institute as compared with 157 enrolled in the same period last year, taking the following courses:—A.R.V.O., 24; I.M.T.A., 24; Nalgo, 42; I.M.C.E., 1; Surveyors' Institution, 1; Sanitary Inspectors, 6; Weights and Measures Inspectors, 49; Single Subjects, 16; Poor Law Diploma, 1; C.I.S., 3; D.P.A., 4; Relieving Officers Examination, 3.

It was reported that the final arrangements for the introduction of the course for Relieving Officers had been made and detailed information distributed.

### Finance.

Mr. F. J. Willett was reappointed Chairman, and Mr. A. Pinchos Vice-Chairman, of the Finance and General Purposes Committee.



### Voting Papers for N.E.C. Election.

The resolution of Conference and the report of Messrs. Hindle and Kershaw on the size of the voting papers for the election of the N.E.C. were referred to the Establishment and General Purposes Sub-Committee.

### Holiday Home.

A Special Joint Sub-Committee composed of Mr. F. J. Willett, Mr. T. Freeman and Mrs. Franks, with the Sports Sub-Committee, was appointed to report on the questions of acquiring a Nalگو Holiday Home and establishing a Holiday Camp.

### Hospital Services.

On the Conference resolution requesting the N.E.C. to secure for members the benefit of fee-paying wings in General Hospitals for patients unable to meet Nursing Home charges, the General Secretary was instructed to communicate with Branches and gather information relating to local hospitals and the observations of the Branches upon the facilities available or absent.

### Nomination of Honorary Officers.

As Rule 19 did not fix any date by which nominations of Honorary Officers should be made, it was resolved that the 15th March should be fixed as the last date for the receipt of these nominations.

### Representatives on Other Bodies.

Mr. F. R. Finch was re-appointed to represent the Association on the London "Safety First" Council, and Mr. A. A. Garrard on the National Council of Social Service.

### Financial Statement.

A statement comparing the receipts and payments for the period from the 1st January, 1930, to the 20th June, 1930, with the total income and expenditure for the year 1929 showed that for the year 1929 the total income and the total expenditure were £42,823 18s. and £41,301 13s. 6d. respectively, whilst for the period from the 1st January, 1930, to the 20th June, 1930, the receipts were £13,565 16s. 8d., and the payments were £14,954 13s.

### Investments.

The Honorary Treasurer reported that the Provident Society was faced with a prospect of having to close down investments of monies in mortgages in view of the number of applications already received, and that both the Provident Society Management Committee and he felt that it would be a great disappointment to members if this excellent facility which had been offered to them had to be curtailed. He reminded the Committee that they had previously given him full latitude to choose the investments for surplus monies of the Association and the Benevolent and Orphan Fund, and that whilst he would regard investments in this type of mortgage as coming well within the general authority and the category of a trustee security, he did not desire to invest money in this way without giving this Committee an opportunity of expressing its opinion. He was authorised to include in the investments he selects for surplus monies of the Association and the Benevolent and Orphan Fund investments of this character.

### Nalگو Provident Society.

Mr. W. H. Whinnerah was re-appointed Chairman, and Mr. W. W. Armitage Vice-Chairman, of the Nalگو Provident Society Committee of Management.

### Widows' Pensions.

A Widows' Pensions Sub-Committee consisting of Messrs. W. W. Armitage, G. W. Coster, T. Freeman, F. B. Lunt, F. Marsden, J. W. Singleton, W. H. Whinnerah, J. W. Wilkinson, F. Willett, and J. H. Yates, was appointed.

### Financial Statements.

The Honorary Treasurer submitted a financial statement comparing the receipts and payments for the period from 1st January, 1930, to the 25th June, 1930, with the total income and expenditure for the year 1929, which showed that for the year 1929 the total income, including repayment of mortgages and the total expenditure, including investments, etc., were £37,433 11s. 9d. and £34,485 11d. 11d. respectively; while for the period 1st January, 1930, to the 25th June, 1930, the receipts, including repayments of mortgages, were £19,617 17s. 8d. and the payments, including investments, were £21,849 12s. 2d.

### Nominations to Committee.

The Chairman's promise at the Annual General Meeting that consideration should be given to the question of District Committees and the larger Branches nominating representatives on the Management Committee was referred to a Special Sub-Committee.

### Group Life Assurance.

After it had been decided not to run a scheme of Group Life Assurance for a Branch, the Secretary reported that when discussing Group Life Assurance with the Actuary he had outlined a scheme which by earmarking a proportion of each N.A.L.G.O. member's subscription would enable a death benefit varying in amount according to the period of a member's continuous membership of the Association to be paid, and the Actuary had intimated that such a scheme could be run far more successfully than Group Life Assurance.

This matter is to be the subject of a further report.

### Life Annuities.

The question of amending the Rules of the Society to obtain power to grant annuities, in order that any widow applying for assistance from the Benevolent and Orphan Fund, who is prepared to deposit a capital sum of money, may obtain an annuity up to the limits of the Friendly Societies Act (£1 per week), was deferred for further consideration.

### Permission to Let.

A member who was removing to another town and desired to let his house on which the Society held a mortgage was granted permission. Another member who had let his house without permission was informed that this was contrary to the provisions of the mortgage deed, but permission was granted under conditions.

### Transfer to Rest.

A suggestion that in future the amount transferred to "Rest" of each member of the Sickness Section of the Society should not exceed 9d. in the shilling, and that any surplus should accumulate for a period of five years and then be distributed was referred for further report.

### Progress.

The following report showing the membership at the 31st December, 1929, and the progress made since the 1st January, 1930, was presented:—

Benefit.	At 31.12.29.	Since 1.1.30	Total Membership.
Sickness .. ..	7,687	233	7,920
Death .. ..	491	12	503
Whole Life .. ..	35	36	71
Endowment .. ..	594	41	635
Simple Endowment	255	11	266
	9,062	333	9,395



**Honorary Members:**

Messrs. G. W. Coster, G. Llewellyn, J. H. Yates and Dr. W. Wotherspoon were elected Honorary Members of the Society.

**The President's Generosity.**

It was reported that the President had made a further donation of £126 6s. to the B. and O. Fund, making a total of £193 12s., representing the balance of legal fees, after the payment of out-of-pocket expenses, which had accrued in connection with Loans on Mortgage.

A resolution was passed conveying the Committee's thanks to the President for his generosity.

**Transferred Officers.**

Sir Tom Percival was appointed Chairman, and Mr. G. W. Coster Vice-Chairman, of the Poor Law Transferred Officers' Committee.

**Sister Tutor Scholarship.**

On the recommendation of the Committee the N.E.C. decided to offer a Sister Tutor Scholarship of £150 in 1931, such scholarship to be open to Nurses who are members of N.A.L.G.O. The question as to whether the cost of the scholarship shall be met from the Funds of the Association or by voluntary donations as in the past was referred to the Education Committee.

**Eligibility for Membership.**

A report was received showing the decisions reached by certain Branches as to the eligibility of certain classes of transferred Poor Law Officers for membership of the Association.

In practice it is left to each Branch to decide upon acceptance into membership, but owing to the somewhat unfamiliar designations and duties of transferred officers some Branches have been in doubt as to the grades that should be regarded as eligible for admission into the Association. A rough and ready line has been drawn by some Branches by excluding artisans, manual workers and day workers, and accepting other grades.

**Conditions at South Shields and Middlesbrough.**

It was reported that the Public Assistance Committee at South Shields had made drastic recommendations affecting the salaries and emoluments of a large number of officers at the Harton Institution, and that in addition to reducing the salaries very seriously it was also proposed to reduce the ration allowances to 9s. per head per week.

It was intimated that the Divisional Organising Secretary had had a long interview with the Committee and that although the recommendations had been forwarded to every member of the Council, as a result of the interview, the Chairman asked leave at the Council meeting to take back the Minutes in order to obtain further information on the question of compensation. It was understood that the Council will take Counsel's opinion on the matter and the case may possibly be made a "test" case. The Committee recommended that the whole weight of the Association should be used in support of the Local Officers and that authority should be given for legal action to be taken if necessary.

It was also reported that at Middlesbrough the Council had given notice to the transferred officers to reduce the annual leave from three weeks to a fortnight. As a result of representation, however, the Town Council had reconsidered their decision and no reduction would take place in the annual leave this year.

**Bristol Superannuation.**

Consideration was given to the proposal of the Bristol Corporation to include in a superannuation scheme under the Local Government and Other Officers Superannuation Act, 1922, made under Section 27 of the Widows', Orphans' and Old Age Contributory Pensions Act, 1925, Poor Law Officers transferred to the Corporation who came within the provisions of the National Health Insurance Acts and who do not hold positions which have been designated as established posts for the purposes of the Act of 1922, the effect of which would be to reduce the superannuation contributions and pensions of such officers.

The opinion was expressed that the Corporation had no power to take the course proposed in view of the provisions of Section 124 (2) (a) of the Local Government Act, 1929, and it was decided that all necessary steps should be taken to resist the proposal of the Corporation in this matter.

**Superannuation Schemes.**

Consideration was given to the question of superannuation schemes under Section 124 (2) (b) of the Local Government Act, 1929.

It was reported that these schemes were generally satisfactory to the Poor Law Officers concerned except that it had been found impossible to provide in any of the schemes a transfer value, a situation which it is hoped will be dealt with in the near future by general legislation.

**Salaries of Registrars.**

The attention of the Association had been called to the fact that certain Councils were seeking to fix the whole-time salary for Registrars at a figure lower than the minimum salary of £300 mentioned in the G.R.O. No. 15 of 1929. A very strong protest had been made by the Association to the Registrar-General, and there was every reason to hope that the prompt action taken by the Association would prove effective.

**Payment of Census Enumerators.**

It was reported that at the last census the practice of remunerating heads of institutions for acting as enumerators, which had previously been in operation, was discontinued.

Representations are being made to the Registrar-General with a view to securing payment for the officers in all Institutions, Hospitals and other establishments under Local Authorities who are required to act as enumerators.

**"Contracted Out" Service.**

Attention was called to the fact that a number of transferred Poor Law Officers could not count as non-contributing service under the Local Government and Other Officers Superannuation Act, 1922, their service as nurses in respect of which they had contracted out of the Poor Law Officers Superannuation Act, 1896. It was pointed out that such service might be reckoned as non-contributing service if subsequent to the 1st April, 1930, the appointment held by the officer concerned were designated as an established post for the purposes of the Act of 1922. It was referred to the Branches concerned to take appropriate action for the purposes of getting recognition of the "contracted-out" service as non-contributing service.

**Nalگو Approved Society.**

It was reported that a General Meeting of the N.P.L.O.A. Approved Society was held on the 5th June, 1930, when it was agreed to transfer the engagements of that Society to the Nalگو Approved Society as from the 1st January, 1931. The Secretary had pointed out to the N.P.L.O.A. Approved Society the advisability of agreeing to abolish cash additional benefits in order that the transfer of engagements



could take place as from the 1st July, 1930, and one scheme of additional benefits could operate for the combined membership from that date, but it was learned that there was no possibility of the members of that Society agreeing to a transfer on those terms, and two schemes of additional benefits would, therefore, operate until June, 1935.

The N.P.L.O.A. Approved Society nominated Messrs. G. W. Coster, M.B.E. (Liverpool), and G. T. S. Walters (Hertford) for election as Vice-Presidents of this Society and the Misses E. N. Gwynne (London), M. E. Taylor (West Kirby), and Messrs R. W. Ramsay (Leicester), R. P. Harpham (Sheffield) for election on the Committee of Management from the 1st January, 1931, until the re-election of the Committee of Management in 1932.

#### Optical Benefit.

Arrangements made with the Joint Council of Qualified Opticians for the administration of optical benefit were approved.

In all cases where an optician is unable to prescribe and it is necessary for a member to visit an ophthalmic surgeon, the Secretary is instructed to pay the fee incurred and make the usual grant towards the cost of the glasses required.

Where application is made for special consideration each case be dealt with on its merits.

The Secretary is considering the practicability of supplying each Local Correspondent with the names and addresses of opticians in his district who are on the register of the Joint Council of Qualified Opticians.

#### Chairman.

Mr. W. J. Blainey stated that owing to official duties and the difficulty of attending meetings he was reluctantly compelled to ask the Committee to allow him to relinquish the office of Chairman, and to move the appointment of Mr. R. W. Coppock, the present Vice-Chairman. This was duly seconded, and Mr. R. W. Coppock was appointed Chairman of this Committee for the year 1930-31.

A hearty vote of thanks was accorded to Mr. Blainey for his services to the Society and the regrets of this Committee on his relinquishing the office of Chairman.

Mr. J. W. Pickup was elected Vice-Chairman.

#### Female Officers in Excepted Employment.

The Secretary was instructed to forward to Local Correspondents a supply of letters to female officers engaged in excepted employment setting out the advantages of voluntary membership.

## Conditions in South Africa.

The South African Association of Municipal Employees has issued a series of tables showing the conditions of service in the more important municipalities under the headings: Leave; Superannuation; Sick and Provident Funds; Education; Entry and Promotion; Grading and Hours of Employment and Salaries. In addition there are tables showing the staffing of the Engineer's, Electrical Engineer's and Health Departments.

This statistical information was compiled in accordance with the terms of a resolution passed by a conference of Municipal Council delegates, officers and others for the purpose of giving Local Authorities a clear insight into the conditions prevailing in municipal offices.

The Conference came into being to discuss: Educational Training; Officers; Unification or Uniformity of Local Government Ordinances; Superannuation of Local Government Employees; Interchange of Officials; and Standardization of Conditions of Employment.

## Service Conditions.

### Salaries, Promotions, Holidays.

By agreement with the Liverpool Corporation an application for an increase in the scales of Tramway Inspectors recently came before the Industrial Court. The Corporation were represented by one of the Solicitors of the Corporation and by Mr. Priestly, the Tramways Manager, and the case on behalf of N.A.L.G.O. was put by the D.O.S., Mr. Corzer. Sir Harold Morris and Mr. J. McKie Bryce and Mr. F. S. Button appeared for the Industrial Court. The Court has now made its award and the new scales are as follows:—

Tramway Inspectors, 75s.; Depot Inspectors (Day), 80s.; Depot Inspectors (Night), 85s.; with an increment of 2s. 6d. per week after 2 years' approved service and a further increment of 2s. 6d. after a further 2 years' approved service, making the maximum rates 80s., 85s. and 90s. per week respectively.

The effect is that Tramway Inspectors get an increase of 2s. 6d. per week; Day Depot Inspectors of 7s. 6d. per week, and Night Inspectors of 2s. 6d. per week, from the 1st June this year, with a further 2s. 6d. for each of the grades in two years' time.

#### Liverpool Rent Collectors.

The Inspectors are to be congratulated on the result of the arbitration, which has done much to bring them in line with rates of Tramway Inspectors in similar towns.

The Negotiating Committee of the Liverpool Branch have again met the representatives of the City Council with a view to the appointment on the permanent staff of Rent Collectors. Negotiations have been proceeding for a considerable time, and various increases in remuneration have been obtained without further success being reached on the question of the permanent appointment and superannuation questions. An offer, however, has now been made for 25 per cent. of the Rent Collectors to be placed on scale and to be on the permanent staff. Opposition to this proposal by another Union is resulting in delay.

An Inquiry into the administration of the City Engineer's Department at Hull is in progress. The Association has undertaken to render every possible assistance to any officer who may be affected.

#### Barnsley and Publicity on Salaries.

At a meeting of the Barnsley Town Council a letter was read from the Association urging the Council to adopt the recommendation of the Royal Commission on Local Government to secure that the publicity given to invidious discussions of personalities in connection with questions relating to salaries and promotions of individual officers might be minimised. The Council adopted the recommendation of the General Purposes Committee, which was as follows:—"That in future all recommendations of Committees involving the discussion of personalities in connection with questions relating to salaries and promotions of individual officers be considered in Committee."

A suggestion has been made at Middlesbrough that the holidays of transferred officers should be reduced. The Committee have now re-considered this matter, and decided to allow the holidays to remain unaltered for this year.

The Friern Barnet Finance Committee recommended that the following be granted an annual holiday of three weeks:—Sanitary Inspector, Assistant Clerk, Assistant Surveyor, Assistant Accountant, and Valuation Officer.

(Continued on page 187)



# Parliamentary Notes

## Questions to Ministers.

### Local Government (Superannuation) Act.

On the 19th June Mr. Thorne asked the Minister of Health the number of local authorities operating the Superannuation Act, 1922; and whether it is his intention to introduce a short Bill making the Act compulsory?

Mr. Greenwood: 650 local authorities are operating the Local Government and other Officers Superannuation Act, 1922. In reply to the second part of the question, I cannot say more than that I am very desirous of introducing legislation on the subject as soon as opportunity offers.

Mr. Thorne: Does my right hon. friend think any useful purpose will be served in urging upon local authorities who have not operated the Act to put it into operation at the earliest date?

Mr. Greenwood: I am receiving a deputation on that point very shortly, and I shall be glad to do all that I can to press the matter on them.

### Urban District Councils.

On the 1st July Captain P. MacDonald asked the Minister of Health whether it is the intention of the Government to give effect to the recommendations contained in the final report of the Royal Commission on Local Government as regards the position and powers of urban district councils?

Miss Lawrence: These matters have received my right hon. friend's consideration, but in view of the pressure of other business he cannot promise legislation at the present time.

### Asylum Officers' Superannuation Act, 1909.

On the 3rd July Mr. Ramsbotham asked the Minister of Health whether he proposes to amend the Asylum Officers' Superannuation Act, 1909; and, if so, whether he can give any idea of the additional cost which will be incurred by such proposals?

Mr. Greenwood: An actuarial investigation of the position under the Asylum Officers' Superannuation Act, 1909, is being made by the Government Actuary, and pending the result of it I am not in a position to make any statement.

Mr. Ramsbotham: Is the right hon. gentleman not aware that he gave much the same information about two months ago, when he stated that he would expedite the report?

Mr. Greenwood: That is quite true, but this is a very elaborate investigation, and it is bound to take some time even with the greatest possible expedition.

On the 8th July Mr. Sorensen asked the Minister of Health whether he will consider amending the Asylum Officers' Superannuation Act to allow nurses to receive superannuation after 25 instead of 33 years' service?

Miss Lawrence: The Act mentioned already entitles a nurse to a pension after 20 years' service if she has attained the age of 50 years. I am sending my hon. friend a copy of the reply recently given to a question as to the prospects of legislation on this subject.

Mr. Ramsbotham: Is the Parliamentary Secretary aware that a police officer who serves 25 years is entitled to a pension although his labour is far less arduous than that undertaken by male nurses?

On the 10th July Mr. Ramsbotham asked the Minister of Health (1) whether he is aware of the dissatisfaction that exists amongst employés of the Lancaster Mental Hospital with regard to his action in refusing to sanction certain gratuities to the widows of men who died whilst in the service of this hospital; and whether he can state his reasons for differentiating between these cases and others in which gratuities were sanctioned, seeing that the gratuities

which he has refused to sanction were recommended by the local authorities concerned, and that the widows concerned are in need of them; (2) whether he can state on what grounds he has refused his sanction to the gratuities claimed, under the Asylum Officers' Superannuation Act, 1909, by the widows of Henry Hodgson, John Borland and Richard Stephen Curwen, late employés of the Lancaster Mental Hospital?

Mr. Greenwood: The Asylum Officers' Superannuation Act, 1909, makes no provision for the payment of gratuities to these widows. Any such payments are extra-legal and require to be sanctioned under the special powers of the Local Authorities (Expenses) Act, 1887. In my view the use of this Act to sanction additional payments beyond the limits specifically imposed by Parliament in passing the Superannuation Act is justifiable only in very special circumstances, and in these three cases I was unable, after the most careful consideration, to come to the conclusion that such special circumstances obtained. I am not aware of the dissatisfaction referred to in the first question, and I would point out that the proper remedy, if the existing Act is unsatisfactory, is an amendment of the law. On this point I may refer the hon. Member to the reply given to him on the 18th July, 1929.

Mr. Ramsbotham: Is the right hon. gentleman aware that his policy towards these people is much less generous than the policy of his predecessors?

Mr. Greenwood: No, that is certainly not the case.

### Overtime (Local Authorities).

On the 10th July Mr. Marcus asked the Secretary of State for Scotland if he has received representations from industrial organisations complaining that several local authorities are, against the wishes of employés, allowing an unnecessary amount of overtime to be worked; and if he will consider the advisability of taking steps with a view to the reduction of such overtime to an absolute minimum, so as to facilitate the employment of others who are at present without work?

Mr. Lawson: I have been asked to reply. No representations of the kind referred to have been received.

## Service Conditions

(Continued from page 186.)

The Manchester Guild has, on the representations of the Gas Department, succeeded on two occasions in having proposals to re-grade the staffs in a downward direction referred back. Several meetings with the Gas Committee have been held on the matter, and the interests of the Staff are being carefully watched.

### Lytham St. Annes Grading.

A deputation representing both sides of the Provincial Whitley Council has again met the Lytham St. Annes Corporation and has submitted a revised grading scheme for the approval of the Council. Some of the members of the Lytham St. Annes Corporation are definitely opposed to the consolidation of bonus, which is a cardinal principle of the Whitley Council grading scheme. Consideration of the matter is still proceeding.

## Correction.

On page 160 of the July issue it was stated that Mr. Hugh Begg proposed the vote of thanks to the two Cabinet Ministers who addressed Conference, Mr. A. G. M. Archibald was the proposer of this vote.



## Odds and Ends.

WHILE to some folk Salford may not seem as bright and salubrious as, say, Norwich, there can be no doubt that it has a wonderful history of growth and development and has inspired its citizens with a justifiable civic pride. The celebration of the 700th anniversary of the granting of its charter aroused enthusiasm in all classes which was expressed by a Historical Pageant and an Industrial Exhibition.

To my regret I did not visit Salford during these celebrations, but I heard glowing accounts from those who did and I have received a copy of the really beautiful "Souvenir and Programme." From the striking cover design right through its one hundred and twenty-eight pages of skilfully produced letterpress, this souvenir is a thing of beauty and technical excellence.

Two things about it pleased me particularly. First, the acknowledgment given to many of the officials who worked so hard and ungrudgingly to make the celebrations a success, and secondly the expression of Salford's ideal in the foreword: "The way may be long and arduous, but Salford aims to be a City Beautiful, a City of Health, a City of Happy People, a City where Children laugh in the Streets." That appears to me to be an apt summing up of the ideal which inspires our whole service. As evidence of the standing of Salford I would quote the *Star*, which recently described Manchester as "a place adjoining the go-ahead city of Salford, in the County Palatine."

I FEEL that I must lift my voice in praise of the enterprise of the Housing Department of the Borough of Rochdale in issuing such a valuable calendar to the tenants on the estate. The calendar is very well produced and consists of 12 sheets of grey card with monthly calendar, a view of Rochdale, gardening hints and useful information for householders on each sheet. This useful information is not only of value to the tenant himself by giving him advice as to what to do in emergencies and how to treat minor defects, but is designed to preserve the house itself from damage and neglect. The illustrations are of the "wood cut" type and are very well done. I am so pleased with the calendar that I have handed it over to the ruler of my own household with the request that it should be consulted on all occasions. The only doubt I have in regard to it is whether in many cases it will survive the competition of the highly coloured calendars issued by tradespeople.

ONE of the N.C.I. tutors recently returning a batch of papers to the General Secretary remarked: "I was rather amused by one potential local government officer who, in translating a passage about the Pied Piper of Hamelin, stated that the Piper promised to rid the town of all the rates which infested it."

That budding officer evidently realised the true basis of local government, though he may have confused the Pied Piper with a candidate for election to the Council.

IT is truly wonderful how genius for administration can be shown in a simple solution of a problem. Take the case of how a threatened strike of street cleaners was met in the town of L'Arcahale, Haiti. The five street cleaners of the town were dissatisfied with their wages, which amounted to 10d. a day, and gave the town council the option of paying 1s. a day or letting the streets remain dirty.

A settlement was reached by discharging one of the five and dividing his pay among the other four.

In the report I read no hint was given as to whether this solution was the idea of the local director of cleansing or laboriously reached by the whole council. I should also like to know if the council used a coin, a pack of cards or a set of dice to determine which of the five should be discharged.

IN a certain South Island (New Zealand) municipality a mayoral investigation recently was held into a complaint that one of the council's officers had been overheard by a member of the public indulging in "cuss" words when administering a "dressing down" to one of his subordinates. The "heads" were assembled in a committee room and were harangued on the evils of intemperate language, especially when used in the presence of the public. Then began a questioning of each individual with the object of discovering which of the heads was in the habit of indulging in "language." All, with one exception, denied that they ever gave vent to naughty expressions. The exception, an officer who has to deal with the unemployed, owned up frankly that he swore "frequently, fervently, and fluently." The Mayor is reported to have expressed great gratification upon the discovery of one honest man amongst the council's officers!—*Board and Council.*

SOME time ago the *Evening World* of Newcastle-on-Tyne published an article by Mr. F. G. Moore describing the unhappy lot of the commercial traveller and advising him to organise a strong representative body if he desired better conditions for himself and his fellows. In the course of this article the writer urges commercial travellers to "compare their lot with the National Association of Local Government Officers. With 44,000 members they have been able to get standards adopted by most authorities, build up benevolent and orphanage schemes entirely controlled by their own organisation, and superannuation covering all municipal employees at the age of 65."

Unfortunately, superannuation does not cover all municipal employees as yet, though it certainly seems within measurable distance, but apart from this Mr. Moore is to be congratulated on giving very good advice and a very succinct exposition of the value of Nalگو.

WHEN writing of members who are authors, I mentioned that one was "Mark Harborough," a writer of books for boys, and I have since been informed that this particular member has written several popular stories, including *Cornered by Scouts*, *When Wolf Meets Wolf*, *Thickthorn Camp*, *Well Scouted* and *The Camp of the Otters*.

Incidentally it was also pointed out that the paragraph in which I mentioned this writer might have been taken to mean that another author member, Mr. A. J. Philip, the Librarian of Gravesend, wrote under the penname of "Mark Harborough." This is not so and I regret the clumsiness of phrasing. Actually, "Mark Harborough" is Mr. Herbert G. Coates, A.M.I.C.E., F.S.I., the Civil Engineer and Surveyor to the Market Harborough Urban District Council.

PETER SUCH.

### Insurances.

The attention of readers desiring any class of insurance is directed to the announcement on page ii of the cover which offers a substantial saving by insuring through the Local Government Guarantee Society, 7, 8 and 9, St. James's Street, S.W.1 [Advt.]



## Musings.

By EPPI LOGGE.

I ALGO endeavoured to "get on" with the recommendations of the Royal Commission on Local Government, and amongst other things offered, to the consent of the appropriate Branch, to draw attention of the Local Authority to the recommendation "Publicity as regards Salaries and Promotion." The secular paragraph in the Report said "It would beirable for Local Authorities to consider by what procedure publicity given to invidious discussions of personalities in connection with questions relating to salaries and promotions of individual officers might be minimised."

The Association's letter came before the Finance Committee of the Devon County Council and the Committee voted in sympathy with the suggestion recommended, while such matters are under consideration by the Local Committee of the Council, they should be regarded as confidential.

So far so good, but when the Council approved the recommendation and it became public a letter appeared in the *Express* and *Echo* over the name Edith Splatt, saying hoped that the ratepayers had taken notice of the action of A.L.G.O. and the response of the Council. The public is exhorted to wake up and protest. Fancy discussing salaries of public officers in private! "Directors of ordinary business concerns," argues Edith, "are prevented from being extravagant by the fact that they have to make the business pay, and provide dividends for their shareholders. There is no such check upon the Finance Committee." A representative of the Sweeter Sex then goes all out and demands no hole-and-corner management. And now for real logic of her argument. After saying it is unpleasant for individuals to have their names bandied about, the members of the County Council have so many privileges—positions, and no lost time, and such like, that they ought to be willing "to take a little bit of rough, such as annoying publicity, with their smooth." Our Edith does not argue that directors of ordinary businesses have the amount of their fees made public, but that they must provide dividends. She is too clever to suggest that it does not matter whether fees and salaries of companies' directors are reasonable or not as a dividend is paid. Some of Edith's investments are, perhaps, had a thin time, and she now wants to know whether the County Council manages its business economically. That's rather ingenious, and no doubt if Edith could make a success of public administration, she could of business.

\* \* \*

OUT away with salaries and service conditions. This is August and the holiday month, and I often thank my stars that I can once a year go away for a week or two and choose my own company. My vacation cocktail is a prowl and the book shop to choose a few precious volumes that will go into a side pocket. I can't take all I want because of a way light, but I have spent a little time in making a representative list for the benefit of any readers—who embrace all tastes. Longman's "English Heritage Series" of issues include "The English Constitution" and "Cricket," a little wide perhaps, but isn't cricket part of England? It is written by Nevill's Carthus, and that is sufficient. Messrs. Wm. Heinemann, Ltd., have a range of books overhelmings on. They cover all Galsworthy's, Burne's, Stevenson's and Turgenev. In their Windmill series I noted "Father and Son" by Sir Edmund Gosse and "Gifts of Fortune" by H. M. Tomlinson. The Gillers' Library is beyond any further praise. The

list now totals 141 and amongst the most recent issues are "The Intimate Journals of Paul Gauguin" and J. C. Squires, "The Grub Street Nights' Entertainments." Something distinctly good for holidays are the County Anthology Series issued by Elkin, Mathews and Marrot. I could not leave out Borrow's "Lavengro," nor Mrs. Gaskell's "Mary Barton" from Murray's thin paper editions. They also publish Conan Doyle's, which are bound to have a revival now that this great contributor has died. MacMillans publish much delightful literature, but for this month I choose Walpole's "The Cathedral" and "Elizabeth's" "The Caravaners." From the house of Cassells I have booked "Towards Morning" by I. A. R. Wylie and "Waiting for Daylight" by Tomlinson, and from Messrs. T. Werner Laurie's Eclectic Library Jack London's "Before Adam." That very dainty series, "Constable's Miscellany," includes "Something Childish" by Katherine Mansfield and "Some People" by Harold Nicholson.

If you are coming to town for the holiday then read "The London of Dickens" by Walter Dexter. It is published by Cecil Palmer. The Leitura binding is choice. George Newnes have three splendid series. One for the kiddies, "John O' London's Children's Library," and two for grown-ups, "John O' London's Little Books" and "The Outline Library." There is enough choice in these three series to meet all tastes. In the last two series the mind can find either recreation or serious study. Sometimes the latter is recreation if the subject is different from the everyday labour.

I must not miss the "Chronicles of Clovis" by Saki, published by John Lane. Saki is rich! The Week-End Library issued by the same house includes some "great stuff." The Everyman Library is a national institution and a national asset. Two great works have just been added, "Capital" by Karl Marx and "Perigrine Pickle" by Smollett. And now I round off the selection by a reference to the "Q" Series issued by the Cambridge University Press, on "The Art of Reading," "Studies in Literature," "Adventures in Criticism" and the remaining literary treats in that group. You can do worse than commence here.

## Cost of Living Index Figures.

Below we give the average monthly percentage increase in the Cost of Living Index for the past six months:—Feb., 64; March, 61; April, 57; May, 55; June, 54; July, 55.

The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	May.	June.	July.
Food (7½) .. .. .	40	38	41
Rent (2) .. .. .	53	53	53
Clothing (1½) .. .. .	115	115	115
Fuel and Light (1) .. .. .	70	70	70
Other Items (½) .. .. .	80	80	75

The figures in brackets denote the proportion of each item out of a total of 12½ as calculated by the Ministry of Labour.

In regard to rent the statistics of the Ministry of Labour may take into account decontrolled rents of working-class dwellings.

After many vicissitudes the statutory resolution adopting the 1922 Superannuation Act has finally been approved by the Macclesfield Council and the appointed day fixed at 1st October next, while the Ellesmere Port Council have now adopted it with effect as from 1st July next.

Among other authorities considering the question of adoption are Beverley and the Prestwich U.D.C., while the Ince U.D.C. recently met a deputation from the Whitley Council on the subject.



# Administration as a Profession.

## Is It? Can It Be?

... tendency... in... of local government... as... of... is, of... and must be a... of... is or

... of the... to a die... found... con... ; (2) ... ; of... ; and... calling. These helped me very little. The first may apply to those who take to the service, while the second, and third certainly do. When, in the course of my researches into... I found that... of religious orders usually took vows of poverty, chastity and... I felt that if respectability were substituted for chastity there would be a very good statement of the general requirements in a local government officer, but I still lacked a clear definition of what is meant by a profession, so decided to hammer out my own definition from a consideration of the two callings which are "professions"—beyond dispute, *i.e.*, Law and Medicine.

### The Basis.

The requirements for the practice of either of these are (a) technical and academic qualifications of a certain standard, which is set by a governing body whose decision is absolute; (b) the observance of a rule of conduct in the course of practice set by a Council of the highest authority and with the most complete disciplinary control.

That, I think, sums up the position as regards these two professions and gives us a standard of comparison. Others may advance detail in the constitution of these professions as worthy of inclusion, but I contend that the two points I give above form the main basis.

Applying this standard to local government administration we are faced with a difficulty, and that lies in the division of officers into two classes—those who are already in recognised professions (such as doctors, lawyers, engineers) and the rest. The rest may be further complicated by the inclusion of many with technical qualifications, which may be of a very

*This article may cause controversy, but there can be no doubt that the writer honestly sets out the doubt which he feels as to whether administration can ever rank with the professions.*

*He gives his reasons for this doubt, and asks to be shown where his reasoning is faulty.*

*Perhaps readers will oblige him.*

high order, but which are not generally recognised as placing the holder in the professional class. There are many such in the Town Clerks', Health, Engineers' and Treasurers' Departments.

The duty of all officers in the service, however, is administration, and their technical and professional qualifications may be considered as departmental requirements. Therefore, we may, I think, disregard anything but the administrative aspect.

### So Simple.

To refer to my little dictionary again I find "administration" defined as "the executive part of government," and that meets our needs as it is broad and simple. At first sight it seemed to me so delightfully simple to apply these bald principles to the service. I visualised a controlling body setting the examinations, issuing diplomas and cobbling together a rule of conduct. I got over one difficulty by deciding that the candidates for examination should be working juniors getting practical experience while studying, just as do budding doctors and solicitors.

I decided that the possession of the parchment should enable a man to style himself a professional administrator and leave it to his own ability to make a success of his job and climb out of the clerical assistant class, just as with solicitors ability and luck or opportunity decide whether the successful examinee shall become a partner or remain an admitted clerk.

I pondered on the position of the existing officers and decided that chief officers should be given a sort of diploma *honoris causa* with the hope that they would soon be superannuated and leave the service to

my hands young men with the same training, both mental and spiritual, and beautifully engrossed sheet work.

It was then that I came up against a big snag. Despite their academic successes and diplomas many of the young professionals would be temperamentally the same as so many of the existing officers—cautious, placing nonentities, seeing that they were covered and protected by minutes and the decisions of superiors at every step, placing the narrowest construction on every regulation, regarding their posts as more important than their work.

I compared these with the real administrator, the man who can interpret laws and regulations to the best advantage of the public, the man who is strict in observing limits but has the vision to prepare the ground for future developments, the man who can handle men, the man of calm and clear judgment, unswayed by self-interest beyond the public he has in work well done.

And I thought, if such a man demands examinations and forces himself by ability and personality above the ruck of clerks and assistants, is any professional body ever going to be strong enough to prevent an Authority from employing him in a chief post?

### Is It Vital?

It may be that in regarding this snag as vital I have made an error of judgment and given undue prominence to academic qualifications and subjection to a governing body as essentials of a "profession," but I do know that an Authority could not employ as a doctor of medicine a man who had not passed his appropriate examination and was not on the register, nor can any man, however deep his knowledge of law, set up as a solicitor.

Unless a recognised standard of qualification can be set and the unqualified and unregistered practitioner can be kept out of employment as an administrator, I do not see that we can regard administration as a profession. At the best it can be regarded by courtesy as "semi-professional." I may be wrong and should be glad to be shown that I am wrong in reaching this conclusion.

E. M. B.

With regret we record the death suddenly, on the 23rd May, 1930, of Mr. Peter Gorringe Killick, the former Borough Surveyor of Finsbury. Mr. Killick resided at Highgate, went recently with Mrs. Killick for a short visit to Midhurst, Sussex, and whilst playing a game of croquet, he suddenly fell to the ground and died before a doctor could be obtained. A native of Sussex, he was born March 26th, 1863.





## Unemployment Insurance

### Certificates of Exemption.

Circular U.I.L. 17, issued by the Ministry of Labour, sets out the conditions under which certificates of exemption from Unemployment Insurance are allowed.

A certificate is granted in respect of grades of employment in respect of which the Minister is able to certify that—

- (i) the employment is, in his opinion, permanent in character, having regard to the normal practice of the employer;
- (ii) individual employees have completed three years' continuous service in that employment since the date on which they were definitely appointed to posts on the permanent staff; and
- (iii) the other circumstances of the employment in his opinion make it unnecessary that they should be insured under the Act.

A certificate will apply only to employees who have completed three years' continuous service on the permanent staff except that in the case of employment under a public or local Authority the Minister may, if any enactment relating to the superannuation of persons in that employment provides for the aggregation of service in that employment under two or more employers, whether the service has been continuous or not, treat such service for the purpose of the completion of three years' service in the employment as if it had been service in the same employment.

## Superannuation.

A deputation headed by the D.O.S. recently met the Finance Committee of the Ashton-under-Lyne Corporation in an endeavour to persuade the Corporation to adopt the 1922 Act for all its officers. Ashton has at present an unofficial retirement fund to which officers alone contribute, and for which the Corporation shoulder no liability whatever; it is in many respects unfair to the staff. The Finance Committee agreed to appoint a Sub-Committee to go carefully into the proposals of the staff that, subject to contributors to the present Fund having all contributory service counted as 60ths, they would agree to the assets of the Fund being merged into the 1922 Act. The Deputation also raised the question of the Provincial Whitley Council Scales, and the Finance Committee agreed to a suggestion that the Employers' and Staffs' Secretaries of the Whitley Council should prepare a model grading and establishment scheme for the consideration of the Corporation.

The Sunderland County Borough Council have agreed to make allowances in respect of non-contributing service on the following scale:—For the first £300 of salary, 60ths; from £300 to £500, 80ths; for all amounts exceeding £500, 120ths.

Sheffield City Council have decided to make the following allowances in respect of non-contributing service:—80ths up to £500; 120ths over £500.

The D.O.S. has interviewed the Finance Committee at West Hartlepool in respect of the adoption of the Superannuation Act. We understand the Committee have decided to recommend the Council to adopt.



## Ayont the Tweed.

It is a noble issue was a Conference number and the Scottish page was covered.

Every Association, like every individual, has its ups and downs. During the Conference we had a feeling that every flower in the garden was lovely. There was a good representation of Scottish members. All agreed delighted with the Conference and proud of the Association. Of the Scottish representatives, Mr. Archibald had probably the most pleasant duty, that of proposing the vote of thanks to the Members of Buchanan and others who had addressed the Conference. He acquitted himself well, and showed a good example to many of our English colleagues in being commendatory brief. Immediately on our return from the Conference, however, we seem to be plunged into a sea of

### The Transferred Officers.

Many of the transferred officers have not yet received appointments officially to their new posts and we have had numerous enquiries as to what constitutes "unpleasant duties." Of course, each case must be considered on its merits. We would, however, strongly advise those officers who feel that they have had additional duties thrust upon them for which no additional salary is proposed not to take hasty action, but to wait until things sort themselves out. After a few months have passed and all the appointments have been made, it may still feel disinclined to continue, would be better able to give advice on the subject. Another question troubling many of our members who received compensation under the Rating Act of 1926 is how they stand with regard to the compensation then awarded in view of their new appointments. This question is now being carefully reconsidered and we hope shortly to be able to advise those who are troubled on the subject.

### Linarkshire.

Another worry which arose in an acute form after the Conference had reference to our applications for Graded Salaries to the Corporations of Hamilton and Motherwell and Wishaw. For a long time past we have been fighting an uphill battle with those rather trying Councils. The battle still continues. Last year in Hamilton we gained some ground, and it is possible that we may still be successful in our fight. In Motherwell, a very able Member of the Council tabled a definite

notice of motion for the adoption of Seales, and at last Council meeting his motion was carried and a remit made to the Finance Committee. The D.O.S. has been active in the district and has had interviews with several Councillors, and our members may rest assured that no stone will be left unturned to bring about in those burghs the salary conditions prevailing in other towns. Our request is a perfectly reasonable one, and we feel justified in adopting every means to have it conceded.

### Aberdeen.

At a well-attended meeting of the Executive the anomalous position with regard to holidays in the various Corporation Departments was discussed. It was shown that one large Department got a month's holiday, some got three weeks, and others only two weeks. It was decided that the D.O.S., who was present at the meeting, should draw the attention of the Council to these anomalies. We believe the Council are willing to give the holiday conditions prevailing in Glasgow and other large towns, namely three weeks after 5 years' service.

### North Argyll Branch.

On 18th June the D.O.S. attended a meeting at Oban, when questions relating to superannuation, transfer and compensation were under consideration. He answered numerous questions on these subjects. It was finally agreed to delay making application to the County Council for the setting up of a Superannuation Scheme until all the appointments had been made under the new Local Government Act and things had settled down. With regard to certain compensation difficulties, the D.O.S. undertook to interview the County Clerk. An application by a member for legal assistance was carefully considered and the D.O.S. read correspondence he had had with the Honorary Solicitor on the subject. In view of the Honorary Solicitor's opinion, it was decided to make no request to the National Executive Council for legal assistance in respect of any action which the member may raise against his late Parish Council.

### Inter-Branch Sports Day.

The Sports Day has now been definitely fixed for 13th September at Dunblane. Entry forms and particulars have been sent to all Branch Secretaries. Those who desire to enter

should, therefore, communicate at once with their Branch Secretary, and those who do not wish to take part in the tournament, but merely desire the day's outing, which is certainly most enjoyable one, should carefully note the date.

### Mr. Macfarlane of Dundee.

We congratulate Mr. A. H. Macfarlane, the Chairman of the Dundee Executive and the Scottish representative on the Management Committee of the B. & O. Fund, on his unanimous appointment to the important office of City Assessor of Edinburgh. We wish him all happiness and success in his new "sphere of usefulness," if we may be allowed to borrow the pulpit phrase.

## New Branches.

A new Branch has been formed consisting of the officers of the Sedburgh Rural District Council, with a common membership of approximately 20. The Hon. Secretary is Mr. F. J. Davison, and the President, Mr. W. H. Haggie, Deputy Clerk and Accountant.

Miss F. M. Dickinson has kindly undertaken to perform the secretarial duties of the new Branch formed at Prudhoe Hall Colony. There will be a commencing membership of approximately 40.

At a meeting addressed by the D.O.S. the officers of the Gosforth Urban District Council decided to form a Branch of the Association. Mr. A. Watson was appointed Hon. Secretary, and Mr. Frank Kirby, Clerk and Solicitor to the Council, was elected President.

A live Branch has been formed at Epsom composed of the Officers of the Epsom Urban District Council and the Branch has been designated as the Epsom Municipal Officers' Association. The membership has rapidly increased to 49 and embraces almost the whole of the staff of all the Departments. Considerable enthusiasm has been shown by the members and an energetic sports and recreations sub-committee are getting busy.

It is with deep regret that the members and ex-members of the Norwich Branch have learned of the death, at Torquay, on the 30th May, of H. Cooper Pattin, M.A., M.D., B.C. (Cantab.), D.P.H., M.R.C.S., L.R.C.P., who was for 33 years Medical Officer of Health of Norwich. Dr. Cooper Pattin took a prominent part in the formation of the Branch in 1920. He was its first President, and always maintained a lively interest in its work. He retired in 1926 on Superannuation. Dr. Pattin was a great reader, and an intelligent student of music and the other arts, and there was no movement for the advancement of culture that he did not ardently support. Travel made an appeal to him, his longest journey, when he had crossed the world, was made on his retirement. The Branch were very indeed when they lost his companionship as a member and brother officer on his retirement.



# Bedford's History.

## Its Beginning and Development.

Described by H. J. BILLINGHAM.

*Hon. Secretary of the Bedford Branch.*

History of Bedford as a Town back to Saxon times and the raids of Danes up the River Ouse, 130 years from its mouth. By the year 1207 it was a Commune, i.e., a small town whose inhabitants were not subject to any one particular feudal lord.

They followed the usual callings of the time, namely, farmers, smiths, etc., and in the shadow of the Castle. The Commune was recognised by the Charter of Simon de Beauchamp, 1207. It is held by some authorities to be an antiquity that only London has a Commune before Bedford, but the writer's opinion is that Chester and London run it very close for this honour. Among many old documents preserved in the Town Hall is the Charter of Henry II., who besieged Bedford in 1155.

Many of the records afford evidence of the varying standards of administration, which in those early days was to a large degree in the hands of the town.

On one occasion a "good sum" of money (£650), forming part of a loan to the Corporation, was "lost." There was no record of any receipt or payment, and when the state of the accounts was disclosed, the Burgesses were ordered to be rated to repay the amount. Many years elapsed before the Corporation, by the sale of ten acres of land to Thomas Foster, repaid the debt.

There was a black period in the administration of the Town, for it is recorded that a Burgess refused the office of Mayor as being "beneath his dignity." In 1832, however, the Duke of Bedford became the Recorder, and added dignity and decorum to the operations of the Corporation.

The Town has had at least three remarkable men in its long history, whose names are known and respected throughout the world at the present time. Indeed, it is very true to say that to many thousands of people Bedford is known solely as the home of John Bunyan, William Harpur and John Howard.

The eminent position that Bedford occupies in the sphere of education is due to Sir William Harpur, whose memory is perpetuated in the Harpur Institute of to-day. Sir William was greatly interested in education of all sorts, and gave largely during his lifetime, and at his death bequeathed money wherewith to carry out his

Our readers will remember the suggestion of Mr. H. E. Read, St. Pancras, in the December issue that articles on historical facts and local customs would be of interest.

We now publish the first of such articles giving a sketch of Bedford and its history.

schemes. By 1833 the annual income from this source amounted to £12,000, and Bedford to-day has four magnificent schools governed and supported in the main by the Harpur Trust.

Of John Bunyan it is scarcely necessary here to say anything; his fame is international. However, if any member of Nalco visiting Bedford has the time, he or she should certainly see Bunyan's pulpit and bell in Elstow Church, and his cottage and the Moot Hall (now preserved as an ancient monument) in the village, about 1½ miles from Bedford.

John Howard, the philanthropist, lived at Cardington, just outside the Town, managing his estate and taking great interest in the poor around him. When about 40 years of age he visited Bedford prison (where Bunyan had spent many years), and was so shocked by the prevailing conditions (though

these were no better or worse than thousands of others) that he devoted the rest of his life to prison reform, travelling almost the length and breadth of Europe, and indeed died abroad on one of these visits. His statue, raised by public subscription, stands in the Market Square, with his back to the church of St. Paul.

Bedford being the Town of Assize once had the doubtful honour of a visit from the dreaded "bloody Jeffries" as Circuit Judge. On another occasion (March, 1758), John Wesley preached the Assize sermon.

At the transfer of the Grammar School, the Town Council took over the old premises for use as the Town Hall, and as such is used to-day. The railings shown in the sketch have been removed, but otherwise the façade remains the same. The statue is supposed to be that of Sir William Harpur, but is considered "doubtful" by antiquarians. The school hall is now the Council Chamber, and the class rooms are occupied by various members of the Corporation staff. The headmaster's house is used by the Medical Officer and his department.

Although Bedford is so old it is only during the past 80 years that its population has shown any marked increase. The industrial revolution affected Bedford very little, but two industries, agricultural machinery, and general engineering, grew up, and to-day engage a considerable number of the population. The increasing number of scholars attending the schools (who were able to charge unusually low fees because of the Harpur Trust income) created a demand for a large number of good class houses, and thus Bedford has largely become a "residential town." It is within this period that great strides have been made in public amenities, for the provision of most of which the Corporation has been responsible.



BEDFORD GRAMMAR SCHOOL PRIOR TO 1891.



ible, often, it must be said, in the face of strong opposition from those it sought to benefit.

Bedford owes much to its river, the Great Ouse, which flows through the centre of the town, and in past times of severe flood used to submerge large areas of the southern part.

There is a mark cut in one of the houses in a main street, a furlong from the river, showing a high water-mark of over three feet in the street at that point in the year 1823. The construction of two weirs about 1887 and a really fine embankment have saved us from a repetition of such disasters.

A park of about 100 acres stands at the end of De Parys Avenue where fifty years ago the plough was a common sight. The waterworks and the electricity undertaking are both owned by the Corporation. The latter forms one of the chain of generating stations in the South Eastern and Home Counties area, and a very big experimental rural development scheme is now being worked upon.

In addition the Corporation controls three bathing stations, numerous tennis courts, a children's boating lake, and about three miles of riverside walks and promenades. The Corn Exchange was two years ago redecorated by the Corporation, and a dance floor of maple was laid. It is of interest that the opening dance was organised by the Bedford Branch of Nalco, the resultant profits being shared between the B. and O. Fund and the County Hospital.

The Local Government Act, 1888, brought into being County Councils, and Bedford as the County Town received a fresh impetus in Local Government Administration. Suffice it to say that although the Shire Hall has been thrice extended, signs are not lacking that further accommodation will be required in the near future to cope with the ever extending duties and upon that important Authority.

### P.L.A. Branch.

At the half-yearly meeting of the Port of London Authority Upper Division Staff Branch at Winchester House, Old Broad Street, E.C., the Chief Organising Secretary and about 150 members were present. The desirability of an immediate application to the Authority on the subject of the pay and grading of the staff was very fully discussed. On a show of hands, the meeting expressed its agreement with the views advanced by Mr. Fox and the decision arrived at by the Executive Committee to delay taking action until not later than October, 1930. The meeting closed with a vote of confidence in the Executive Committee. It was resolved that the membership of the Branch is now 981.

## Social Events.

During the past month many Branches have held their annual outings. The Hackney Branch visited Eastbourne, the party numbering forty-five. The trip was well organised and from the start at 9 a.m. to the return at 10.30 p.m. there was good weather and good fellowship.

### Merthyr Tydfil.

After a lapse of several years, the Merthyr Tydfil Municipal Officers revived their annual outing this year. Seventy-five members (including the Deputy Mayor, Councillor John Williams) made the journey by motor coaches to Cardiff, proceeding therefrom by boat to Weston-super-Mare, and again by road to the ancient City of Wells, where the beautiful Cathedral and environs came in for a great deal of admiration. On returning from Wells to Weston a halt was made at Cheddar, the caves and gorge being visited. The day (May 29th) was gloriously fine, and the arrangements for the function reflected great credit upon the Secretary and his Assistant (Messrs. T. C. Thomas and E. Davies of the Accountants' Office).

### Swadlincote.

The members and friends of the Swadlincote Branch visited London on 5th July, 1930, for their annual outing. The outing was agreed to be the best yet, and the members feel greatly indebted to the Outing Joint Secretaries, Mr. Gen. Pollard and Mr. A. C. Wilton, for the splendid arrangements made.

### Colne.

The Colne Branch for their annual outing went to the Lake District. The enthusiasm of the Branch was expressed by the very representative number which were conveyed by char-a-banc and a most enjoyable day was spent.

### Cumberland and Westmorland.

The Cumberland and Westmorland Branches held their summer meeting at Patterdale. Members from both Counties met at Pooley Bridge and proceeded by steamer down Ulswater to Patterdale, where tea was enjoyed at the Glendinning Hotel. The D.O.S. addressed the meeting on the work of the Association.

### Oldham.

A most enjoyable and interesting trip took place on Sunday, 13th July, in connection with the Oldham Branch, when 600 members and friends had an excursion to New Brighton via the Manchester Ship Canal. About 300 who had wished to go on the trip could not be accommodated as the number had been limited for the general comfort. The party left Oldham at 9.0 a.m. by ten special buses, and on arrival at the docks boarded the *s.s. Royal Daffodil*, one of the Liverpool ferry boats which earned a place in British Naval History by her service on St. George's Day, 23rd April, 1918, when she took part in the attack on the Mole at Zeebrugge. New Brighton was reached at 3.0 p.m., and the party were then at

the pier at 8.0 p.m., when a special ferry conveyed them to Liverpool and thence by special train to Oldham.

### Tynemouth.

The Tynemouth Council and Officers held their annual outing on Tuesday, 10th July, 1930, when a party of about 120 members and Officers and their families proceeded to Hexham, via the Old Roman Wall. A visit was paid to one of the Roman Camps.

### Leyton.

With the object of assisting the Leyton Borough District Committee, the Leyton Municipal Officers' Amateur Dramatic Club recently performed the musical farce "Tons of Money" at Leyton Town Hall. The members of this section of the Leyton Branch have in the past two seasons given proof of their acting ability, and on this occasion they undoubtedly enhanced their reputation.

### Poplar.

At the beginning of May the Mayor of Poplar (Councillor Peter Hubbard, J.P.) entertained the staff of the Borough Council at the Town Hall. Officers and guests were present. Mr. G. Mayhew, President of the Poplar Branch, said this was the first occasion on which the staff of the Council had been so entertained. Mr. Lansbury spoke during the evening.

### Woolwich.

Members of the Woolwich Branch were an excellent performance of "The Unfair Sex," the farcical comedy by Eric Hudson, at Eltham Parish Hall in aid of the Woolwich and District War Memorial Hospital.

## Personalia.

Miss L. K. EDEN, who has been a member for some years, and recently resigned her appointment as School Nurse under the Leicester Education Committee, was married at Leicester Cathedral in June. She was the recipient of many presents from old colleagues and friends.

Dr. JOSEPH S. BRIDGES, M.A., B.Sc., formerly Chief Education Officer at Willesden, has been adopted as the prospective Liberal candidate for East Willesden. At the last General Election Mr. Bridges contested East Walthamstow as the Liberal Candidate.

Mr. F. L. BARCLAY, Rating Officer to the Market Harborough U.D.C., was, on the occasion of his marriage, the recipient of a Florentine bronze curb and companion set presented by Mr. H. G. Conles, the Town Surveyor, on behalf of his colleagues.

It is with regret we have to report that Mr. H. Wheateroff, formerly Chief Rates Clerk to the Rotherham Corporation, who retired only eighteen months ago, has passed away. Mr. Wheateroff was for some years Chairman of the Rotherham Branch. He leaves a wife and three children, to whom we offer our deepest sympathy.



## Ministry of Health.

### Circulars and Orders.

The following Circulars and Orders have recently been issued by the Ministry of Health. Where a price is quoted copies may be obtained from His Majesty's Stationery Office:—

*Circular 1119.*—Circular as to the Contents and Arrangement of the Annual Reports of Medical Officers of Health for 1930.

*Circular 1121, and Orders No. 73,779 (Price 4d.), and 74,046 (Price 2d.).*—Rating and Valuation Act, 1925, and Local Government Act, 1929. Forms of Demand Note and Forms of Precept. 3.7.30.

*Circular 1121a and Order No. 73,779*

(Price 4d.).—Forms of Demand Note. 3.7.30.

*Circular 1126 (Price 1d.).*—Provision of Work for the Unemployed and Circular 334 (Roads) of the Ministry of Transport. 3.7.30.

*Circular 1128 and Order No. 74,185 (Price 2d.).*—Rating and Valuation Act, 1925, and Local Government Act, 1929. Form of Demand Note, London County. 3.7.30.

*Circular 1123, Order No. 74,727 (Price 2d.), and Form G.31.*—Local Government Act, 1929: Part VI.—Statement showing the Product of a Penny Rate, etc. 30.6.30.

*Circular 1124, Order No. 74,727 (Price 2d.), and Form G.32.*—As above but addressed to R.D.C.'s.

## Students' Notes.

### Nalco Examinations.

The results of the examinations of the N.A.L.G.O. held in May last have now been announced to the candidates, and the following is a synopsis in general terms:—

	P.	I.	F.
Passed ... ..	28	20	4
Failed ... ..	62	17	0
Referred in one or two subjects ... ..	9	12	2
Absent ... ..	7	1	0
	106	50	6

Once again in the Preliminary Examination it was quite apparent from the candidates' papers that a large number had come to the examination unprepared for the test. Many had failed to realise the standard required which has been repeatedly impressed upon them—viz., that of all preliminary professional examinations or the First School Leaving Certificate. The examiners have been extremely fair in their marking, but no one can pass unless he comes up to standard.

In the Intermediate Examination matters are more hopeful. A comparatively large number passed outright, 17 only failed, and 12 were referred in one or two subjects in which they had shown weakness while displaying compensating merit in the remaining subjects. The number of candidates taking this examination is steadily increasing, and it is hoped that more and more officers on the administrative and clerical staffs will be induced to enter. The standard of the present group of candidates is encouragingly high but not sufficiently high for the award of honours.

If students wish to read through the question papers they may obtain copies from the General Secretary of Nalco at the cost of 6d. per set. The questions for the Preliminary, Intermediate and Final Examinations are supplied in separate sets.

### New Examiner Appointed.

It is with regret that we announce that Mr. F. Steadman, F.I.M.T.A., F.S.A.A., F.S.S., Accountant to Surrey County Council, has found it necessary to relinquish his examinership for Economics in the Nalco Intermediate Examination. He has acted as Examiner over a long stretch of years, and it is only because of the pressure of his Council work that he has come to this decision.

Mr. P. Ford, B.Sc.(Econ.), Head of the Commerce Department of Southampton University College, has been appointed examiner in Economics in his place. Mr. Ford has been connected with the Association since 1928, when he became a Tutor for the Nalco Correspondence Institute in the subject "Economics, including Public Finance" in the course arranged for the Diploma in Public Administration of the University of London.

### Not a Hint to Students.

"But how do you play truant from the correspondence school?"

"I send them an empty envelope."



A highly conscientious Local Government Officer is tempted of the devil,

(Block kindly lent by the Editor of the Manchester Guild Journal.)



## Movement of Members.

Mr. J. A. ... to Clerk's Department, Hamp-  
 ... R.D.C., to County Surveyor's  
 Department, Maidstone C.C.  
 Mr. A. Hawley, Staines R.D., to Assistant Building Surveyor,  
 Egham U.D.C.  
 Mr. N. H. Cooper, Bideford Green, to Assistant Surveyor, Winsted  
 Mr. F. K. Sturt, Walsingham, to Accountancy Assistant,  
 Swantonville.  
 Mr. H. W. King, Wallington, to Internal Audit Clerk, East  
 Sussex C.C.  
 Mr. A. Ayres, Walsingham, to Building Inspector, Barrow-in-  
 Furness.  
 Mr. W. C. Holm, Bromley R.D.C., to Accountancy Assistant,  
 ...  
 Mr. W. C. Howland, Chesham, to Clerk at Sutton.  
 Mr. R. C. Thorpe, Islington, to Sanitary Inspector, London City  
 ...  
 Mr. W. O. J. Robinson, Walthamstow, to Clerical Assistant, Town  
 ...  
 Mr. W. B. Kersley, Romford, to Surveyor's Department,  
 ...  
 Mr. C. R. Cross, Romford, to Rent Collector, Mitcham.  
 Mr. W. A. Brown, Stoke Newington, to Sanitary Inspector,  
 ...  
 Mr. David Davies, Accrington and District, to Huddersfield,  
 ...  
 Mr. W. Brough, Bootle, to Weights and Measures Officer,  
 ... Rhyl, to Wolverhampton.  
 ... Wood, Newcastle-on-Tyne, to Sanitary Inspector, South-  
 ... Thomas, Somerset, to County Surveyor's Staff,  
 ... ... to Accounts Department, Southgate  
 ...  
 Mr. V. W. B. Slater, Brighton, to Public Assistance Department,  
 ...  
 Mr. A. G. Calviwick, Bournemouth, to Ledger Clerk, Kingston-  
 ...  
 Mr. W. H. White, Foleshill, to Worcester.  
 ... A. ... to Tunbridge Wells.  
 Mr. F. Terry, Norwich, to Town Planning Assistant, Notting-  
 ...  
 ... Graham Wilson, Hove, to Town Clerk, Maidstone.  
 ... E. Wilcock, Norwich, to Deputy Borough Treasurer,  
 ...  
 Mr. H. E. Gorman, Oxford, to Assistant Clerk, Battle R.D.C.  
 Mr. L. Wharmby, Birkdale, to Accountancy Assistant,  
 ...  
 Mr. W. C. Galigan, Birkdale, to Accountancy Assistant,  
 ...  
 Mr. D. Wood, Newcastle-on-Tyne, to Sanitary Inspector,  
 ...  
 Mr. G. Cowan, Doncaster, to Engineering Assistant, Sunderland.  
 Mr. Wynne Potts, Middlesbrough, to Rating Officer, Stokesley  
 R.D.C.  
 Mr. H. B. Sharpe, Rotherham, to Tramways Manager, Morecambe  
 and B.  
 Miss K. L. Wilkinson, Stockton-on-Tees, to Housing Manager,  
 ...  
 Miss E. C. P. Malier, West Riding C.C., to Nurse, Grays (Essex).  
 Miss A. Polley, West Riding C.C., to Nurse, Grays (Essex).  
 Mr. H. Scott, Wakefield, to Junior Engineering Assistant,  
 Westinghouse C.C.  
 Mr. A. C. Lister, West Riding C.C., to Clerk under the Somerset  
 C.C.  
 Mrs. L. R. Holman, Middlesbrough, to Female Assistant  
 Librarian, Norwich.

### Insurances.

The attention of readers desiring any class of insurance is directed to the announcement on page ii of the cover which offers a substantial saving by insuring through the Local Government Guarantee Society, 7, 8 and 9, St. James's Street, S.W.1 [ADVT.]



... the Englishman's home is his refuge. It contains all that is nearest and dearest to him... his most priceless possessions. In the choice of his dwelling lies the expression of his taste and individuality.....

What house other than an Ayling can be so truly worthy of this honour?...

Right up on the glorious Surrey Hills, in picturesque Caterham, are delightful homes built by Ayling, ready for immediate occupation. Containing three bedrooms with gas fires, bathroom with geyser, kitchenette, drawing and dining rooms. Large garden with room for garage, ground already turned over. Main drainage, Company's water. No road charges. Decorations to suit you. They cost £550 Freehold, £25 cash and 18 3 weekly, rates 3/6 weekly. Legal charges £19. Building Society arrangements already made. Write for leaflet and arrange to see them.

## FRANK H. AYLING

(Builder)

Kynaston Works, Sandringham Rd., Thornton Heath



## Motor Insurance.

### Special N.A.L.G.O. Policy.

Arrangements have recently been made by the Association whereby members can insure their motor cars or motor cycles on terms which are very advantageous and far more favourable than they could obtain in any other direction.

The Association does not carry the insurance, but has approved a scheme similar to that adopted by the Civil Service Motoring Association which has proved so beneficial to its members during the past six years.

#### Benefits.

The N.A.L.G.O. motor car policy is most comprehensive, and in this respect compares very favourably with other Motor Policies. In addition to the usual risks covered under a comprehensive policy, such as Third Party, Fire, Theft, Burglary, Accidental Damage, etc., the following are some of the increased and additional benefits given to members, viz. :-

- The agreed insured value is the amount payable in the event of total loss or destruction of the car.
- Medical expenses are allowable up to 25 guineas, each occupant of the car as against 10 guineas under the usual policy.
- Damage by fire to the garage is covered up to £200.
- Loss of rugs, personal luggage, etc., by theft, larceny or fire up to £20 any one claim (usually a minimum additional charge of 10s. is required for this).
- Death or loss of two limbs or two eyes, £1,000. Loss of one limb or one eye £500, etc. (Applicable to both insured and wife.)

#### Premium Comparison:

As an example of the saving to be made by a member, the comparison in premium rates is illuminating. On an 11-9 h.p. car valued at £200 the ordinary premium would be £12 12s. 6d., while under the N.A.L.G.O. Policy it is only £9 5s. 8d. If the "no claim" bonus be taken into account the balance is even more favourable, as the ordinary premium would be £11 7s. 3d. against the N.A.L.G.O. Policy premium of £7 8s. 6d.

This comparison demonstrates clearly the low cost of the policy, and similar rates apply to motor cycles of different horse power to the example quoted. Further special premiums are quoted for certain makes of cars such as Ford, Morris, etc.

Full particulars and prospectuses can be obtained on application to the General Secretary, 24, Abingdon Street, Westminster, S.W. 1.

## Notice.<sup>3</sup>

**VACATION.**—As it is the usual custom to arrange the whole of the staff holidays at the N.A.L.G.O. Headquarters during the relatively slack month of August, which considerably reduces the staff on duty, it is hoped that Branches will curtail as far as possible communications with Headquarters during that period, excepting, of course, matters which are urgent.

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#### A Summer Cure.

Mr. JOHN HATTON, Spa Director of Bath, is to be congratulated on a pamphlet he has produced describing the Spa treatment at Bath, and giving particulars of an inclusive ticket costing only three guineas. This ticket will be available for three weeks, from June to September, will cover any bath or treatment prescribed, and will admit the holder to the Pump Room, gardens and band concerts.

#### Hospital Film.

Medical officers and others interested in public health matters may like to know of the existence of a film entitled "A Hundred Years of Progress." This film, which has been produced by King Edward's Hospital Fund for London, illustrates graphically the contrast between the treatment of a patient at the present day and the conditions which existed before the days of chloroform and aseptic surgery. The film is about 800 ft. in length, and takes about ten minutes to show. One non-flam. copy is available for use on premises other than cinema theatres. The King's Fund will be glad to supply the film to medical officers in Greater London on payment of the cost of transport and any other incidental expenses. Application should be made to the Secretary for Propaganda, King Edward's Hospital Fund for London, 7, Walbrook, E.C.4.

#### Bucks Branch Tennis.

The Bucks County Branch enter the Final for the second successive year as a result of the Semi-final of the Southern District Tennis Competition played at Imber Court, the 28th June, the local Branch beating the Reading Branch by eight events to one.



## Legal Advice.

Arrangements have been made with a Lawyer, with life experience in Local Government work, to answer any legal question in any phase of Local Government administration.

Questions should be addressed to—

The Editor (Legal Department),

"The Local Government Service,"

24, Abingdon Street, Westminster, S.W.1,

and be accompanied by a stamped addressed foolscap envelope and a remittance of two shillings for each question.

This feature is intended for the personal use of members of the Association, and the nominal charge of two shillings is made in order to prevent unnecessary or idle questions being raised, and the value of the assistance offered being used unreasonably.

### Superannuation on Examination Fees.

Question No. 255.—An officer is about to retire on superannuation and has claimed that under Section 3 of the Local Government and Other Officers' Superannuation Act, 1922, he is entitled to take into calculation, for the purpose of arriving at the amount of his pension certain annual examination fees he has received in the past 34 years. The Town Clerk has decided that the fees are inadmissible for the purpose of calculating the pension. The officer asks whether his claim is covered by the judgment in the recent case of the Mayor of Stoke Newington v. Richards.

Answer.—Yes, we think the examination fees are admissible. The weak point is whether you were compelled or required by virtue of your office to do this work; that is, was it an independent office or job? This was the one danger in the Stoke Newington case; per Branson, J., 27 L.T.R., on page 689. Could the Education Committee have employed some one else? Your main support is *Rex v. Bridgewater Corporation*, 6 A. & E. on page 348, where there was "usage" in performing certain duties. Were you have done this work for 33 years. If these duties and fees were to be included in the emoluments of your successor in the office this, in our opinion, would be conclusive.

### Income Tax on Gratuities.

Question No. 262.—In the February issue of "The Local Government Service" is a query regarding non-payment of income tax on gratuities received for extra services performed in connection with the Rating and Valuation Act. I received an honorarium under precisely the same conditions as the correspondent who raised the query referred to above, but the Local Inspector of Taxes will not allow the claim as a casual receipt, on the ground that the rule applies only to assessments under Schedule D, and not to assessments under Section E. Further he quotes the case of *Cowan v. Seymour*, which, while not on all fours with my own, he contends does over the point raised. I should therefore be glad if you will please support the opinion you express by some reference to a specific rule or case which I may put to the Inspector.

Answer.—We are sorry to think that the Inspector is right. The favourable decision of Rowlatt J. in the case of *Cowan v. Seymour* (1919) 2 K.B. 146; C.A. (1920) 1 K.B. 500 was reversed in the Court above and was distinguished in the cricket case *Reed v. Seymour* (1926) 1 K.B. 588. We only went so far as to advise that such payments should be claimed as casual. But the Treasury are scrapping in every penny and we fear that the dictum of Halsbury C. that "income tax is a tax on income" is only too true. To put it bluntly, is not a casual profit income?

### Land Registration Fees.

Question No. 267.—I was appointed Acting Clerk to the Council in November, 1926, and Clerk to the Council in May, 1927, and still hold the position. I am also Registrar of Local Land Charges under the Land Charges Act, 1925. The Council has retained the fees, and made no allowance to me. I hold an opinion given by Alex. McMorran, I.C., that the fees are legally due to me as the holder of this Statutory Office, and there is no record in the Minutes of the Council that they shall withhold such fees. My solicitor, who is Solicitor to my Council, confirms the opinion of Counsel as sound at law. Before claiming the fees, less expenses, of the Registrar, I would like your opinion.

(Continued in next column.)

## Transferred Officers.

### Advice and Assistance.

Considerable interest in the work of the Association is still being shown by transferred officers in all areas, and we are convinced that as the work of Nalگو becomes better known to such officers, there will be no difficulty in enlisting further membership and support.

It can now be definitely stated that approximately 1,720 transferred officers in the North-Eastern District have joined the Association, and similar reports have been received from other Districts.

We have had many tributes paid to our work, and there is no doubt that the quiet, efficient, but withal forceful methods of Nalگو are the most effective, and best suited to safeguard and maintain the interests of the members.

### Decrease of Salary.

The D.O.S. has taken up with the Lancs. County Council the question of two officers who were given increases by the late Guardians Committee immediately before the appointed day, but who have since had their salaries placed on a different basis by the Public Assistance Committee of the County.

### Superannuation Queries.

A large number of queries and applications for advice regarding the position of transferred officers under Superannuation are being received and dealt with, and legal opinion has been called for in several cases.

### Metropolitan Advisory Committee.

An Advisory Committee of the Metropolitan District Committee, consisting of ten representatives of the District Committee and ten co-opted representatives of transferred officers, has been established to deal with propaganda and the special requirements of transferred officers within the Metropolitan District.

### South Shields.

The D.O.S. has interviewed the Public Assistance Committee at South Shields in respect of numerous recommendations made by the Committee affecting transferred officers. As a result of the representations made, the Committee have taken back the recommendations for further consideration.

Answer.—We are of the same opinion. Counsel to the Association of Municipal Corporations advised in 1926 (vol. 48 of Monthly Circular, p. 115) that "a Town Clerk is probably entitled to retain the fees paid to him as registrar." We think he is in the absence of any stipulation to the contrary. The argument in the Stoke Newington case as to registration of electors' fees supports this: *Stoke Newington v. Richards* (1929) 93 J.P. 512; 68 L.J. 106; 169 L.T.R. 128; 45 T.L.R. 650.

### Local Government Act, 1929—Compensation Claim.

Question No. 270.—I was appointed Highway Surveyor to the R.D.C., February, 1902, and continued to April 1st, 1930, when I became a transferred Officer under the C.C., who have agreed to release me on July 31st, 1930. My salary during the years 1926, 1927 and 1928 amounted to £230 a year exclusive of travelling expenses. 1929-30, £300 per year. Average salary for 5 years, £258. Would you kindly inform me the amount of compensation I am entitled to under the Act?

Answer.—The period of service February, 1902, to 31st July, 1930 (the date to be taken according to the 8th Schedule, paragraph 2, to the Local Government Act, 1929) is 28 years. Paragraph 6 of the 8th Schedule requires a taken year to exceed six months; this cannot be claimed. The claim is, therefore, for 28 plus 10 or 38-60ths of the five years' average of £258, or £163 8s. 0d.



## Sports and Recreations

### N.E. District Sports Gala.

The Fifth Annual Sports Gala of the North Eastern District was held at the University Sports Ground, Durham, on Saturday the 5th July, when members from Durham, Tynemouth, Newcastle, Gateshead, Sunderland, Jarrow, Middlesbrough, Stockton, Whitley Bay, Blyth and Wallsend participated.

The results of the sports were:—

100 Yards: 1, G. W. Punshon (Tynemouth); 2, A. Muir (Durham); 3, A. Davison (Jarrow).

High Jump: 1, L. Hobson (Sunderland), 4 ft. 11 in.; 2, A. S. Knowles (Stockton).

220 Yards: 1, S. Roxburgh (Stockton); 2, A. Lack (Middlesbrough). Time, 26 seconds.

440 Yards: 1, A. Lack, Middlesbrough; 2, S. Roxburgh (Stockton). Time, 50 seconds.

1 Mile: 1, J. Goddard (Newcastle); 2, L. Hobson (Sunderland); 3, J. Elliott (Gateshead).

Ladies' Race: 1, Miss M. Watson; 2, Mrs. Addison; 3, Mrs. Wilkinson; 4, Miss V. Morley.

Boys' Race: 1, M. Mellon; 2, D. Grainger; 3, A. Addison; 4, B. Mellon.

Girls' Race: 1, G. Wilkinson; 2, J. Grainger; 3, N. Headley; 4, E. Orde.

Wheelbarrow Race: 1, J. Etherington and Miss V. Morley; 2, M. Mellon and Mrs. Cowling; 3, S. Roxburgh and Mrs. Addison.

Golf Putting: W. J. Hall and W. Allison (both of Durham), tied.

### Metropolitan District—Swimming.

The Annual Gala will be held this year at the St. Marylebone Baths, Marylebone Road, N.W.1, on Monday, September

29th next, and the following events will be included in the programme:—*Team Race* for A. P. Johnson Trophy. *Ladies' Championship*—1 length (33½ yds.). *Diving Championship*.

For further information please write to Mr. A. W. Turner, Hon. Sec., Town Hall, Marylebone Road, N.W.1.

### Metropolitan Chess Section.

The report of the Chess Section of the Metropolitan District pays tribute to Mr. S. Lord, Borough Treasurer of Acton, for his generosity in presenting a trophy—"the Mary Lord Chess Challenge Cup"—for the Individual Championship Competition. The Section now has three trophies—one for each competition.

Plans are foreshadowed for next season's contests and players are requested to write to Mr. M. J. Murphy, at the Town Hall, Bethnal Green, E. 2, for particulars of the Section's activities.

### Nalگو Bowling Competition.

Having beaten Crews, Liverpool, Bootle and Warrington, the Birkenhead Nalگو Bowling team have once again reached the semi-final stages of the competition and they, with the champions of the three other zones, will meet at Southport early in September to decide the destination of the trophy. Birkenhead have been very successful in this competition as they won the cup in 1925, 1926 and 1927, and after a lapse in 1928, they reached the semi-final stage in 1929 only to be beaten by Bolton the eventual winners.

### Darlington Quoít Pitches.

The new quoít pitches of the Darlington Branch were opened by the President (Mr. F. Dalimore) in the presence of a

large number of members. Mr. C. B. Brand, Chairman of the Executive Committee, congratulated the members on constructing and equipping so expeditiously such an admirable ground. Owing to the enthusiasm shown, the Committee have decided to lay out two new pitches. The Borough Accountant (Mr. G. Dobson Wright) has promised to give a silver rose bowl and cup for annual competition.

### Metropolitan District Dances.

In view of the success of the Dances held during the past season by the Metropolitan District Committee, it is proposed to hold functions during the ensuing season on the 1st December, 1930, and the 2nd March, 1931, at Caxton Hall.

The Tenth Annual Re-Union Bohemian Concert of the Metropolitan District is to be held at the Queen's Hall, Langham Place, W. 1, on Friday, 24th April, 1931.

The three dates above-mentioned should be noted in the diaries of all members in the Metropolitan Area.

### N.A.L.G.O. Colours.

The following articles in the Nalگو colours may be obtained through Branch Secretaries or direct from Headquarters, at the prices shown. Remittances must accompany order.

Sports Badges.—Blazer Pocket size. Price 2s. each.

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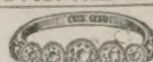
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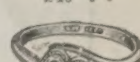
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